Definitions:

- "Earnings analysis" means a regression analysis that:
  - estimates the wage or salary gap after accounting for differences in worker characteristics; and
  - separates the gap into a portion that can be explained by worker characteristics and a portion that remains unexplained.
- "Internal labor market analysis" means an organizational analysis of internal labor markets within state employment, including:
  - vertical or horizontal mobility across job titles;
  - opportunities for on-the-job training;
  - agency control over compensation practices;
  - agency hiring and firing decisions; and
  - other characteristics that define hierarchies and competitive or noncompetitive processes for employee job progression.
- "Occupational segregation study" means the use of segregation indexes to identify the relationship between occupational hierarchies and gender representation.
- "Segregation index" means a descriptive tool used to present a comparison of the gender composition of occupations across job categories over time.
- "State agency" means the same as that term is defined in Section 63G-22-102.
- "State agency case study" means an in-depth analysis of the employment practices of one to three state agencies with agencies determined based on an analysis of compensation or employment inequalities.
- "State agency employment profile" means a statistical description and visualization of employment characteristics by agency, including:
  - gender representation across the agency;
  - employees' average and median annual earnings;
  - employees' educational attainment; and
  - employees' working environments by gender.
- "Study" means the public sector compensation study described in Subsection (3).
- "University" means the Economic Evaluation Unit at the University of Utah Department of Economics.
- "Variables" mean state agency data used to generate the statistical and economic analyses described in this section, including:
  - hourly, weekly, and annual wage;
  - weekly and annual salary earnings;
  - availability, type, and dollar value of non wage compensation;
  - typical number of hours worked per week and weeks worked per year;
  - years of education;
- highest degree attained;
- years of labor market experience;
- age; gender;
- race or ethnicity;
- union or collective bargaining coverage;
- county or metro area of employment;
- employee use of flex time or remote working;
- marital status;
- number and age of children;
- job title;
- supervisory responsibilities, if any;
- base salary range;
- minimum education or experience necessary for hire;
- occupation-specific training opportunities;
- a description of formal or informal:
  - hiring practices;
  - practices for promotion or salary increase;
  - performance review processes; and
  - policies for entry-level salary determinations;
- whether the agency, for a given position:
  - requires a background check; or
  - requires a certain license or credential;
- time or performance criteria for promotions or raises;
- working hours;
- the availability of a flexible schedule or remote working;
- turnover rates;
- subcontracted worker status; and
- a description of:
  - the working environment;
  - the physical labor required for a position; and
  - the executive agency organizational structure.

- The university shall complete a public sector compensation study in accordance with this section.
- The university shall ensure that the study uses variables to complete the following study components:
  - state agency employment profiles;
  - an internal labor market analysis;
  - state agency case study;
  - an occupational segregation study;
  - an earnings analysis; and
  - a cross-state comparison of public employment practices.
- The university may determine that, due to time or budget constraints, the university cannot complete certain study components.
If the university makes that determination, the university shall provide an explanation of the determination in the university's report.

If the university determines that additional variables or data are necessary to complete the study:

- the university may:
  - use public records data contained in a publicly accessible database; or
  - prepare an independent survey of state agency employees to acquire information pertaining to any variable that state agencies cannot supply; and
- the Department of Human Resources Management shall facilitate and administer a survey the university prepares.

For the purpose of conducting the study, a state agency shall make existing variables available as requested by the university.

- A state agency is not responsible for:
  - conducting any portion of the study; or
  - creating variables that the agency does not ordinarily maintain.

The university shall report the results of the study to the Government Operations Interim Committee no later than November 30, 2020.

- The university may present the results of any component of the study to the Government Operations Interim Committee at any time before November 30, 2020.

The Department of Human Resources Management shall report to the Government Operations Interim Committee no later than May 31, 2021 regarding, in response to the study:

- changes or additions to the department's policies and procedures; and
- recommendations for legislative action.